



Missouri

State

Board of

Nursing

Post Office Box 656  
3605 Missouri Blvd.  
Jefferson City, MO 65109  
(314) 751-0681

Text Telephone (TT)  
1-800-735-2966  
(Hearing Impaired)

## BOARD MEMBERS

NAME	TITLE	TERM EXPIRES
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Patricia Dixon, R.N.	Vice-President	06/01/96
Karen Hendrickson, R.N.	Secretary/Treasurer	06/01/96
Betty Butler, L.P.N.	Member	06/01/96
Richard English	Public Member	08/16/94
Joyce Haynie, L.P.N.	Member	06/01/97
Sr. Jeanne Meurer, R.N.	Member	08/13/96
Toni Sullivan, R.N.	Member	06/01/97
Delores B. Ware, R.N.	Member	06/01/97

## PROFESSIONAL STAFF MEMBERS

NAME	TITLE
Florence Stillman, R.N.	Executive Director
Vada Arrowood, R.N.	Assistant Director for Education and Licensure
Rita Tadych, R.N.	Assistant Director for Discipline and Practice
Liz Cardwell, R.N.	Recovering Nurse Coordinator

## OFFICE STAFF

NAME	TITLE
Duane Leiter	Investigator III
Walt Miller	Investigator III
George Snodgrass	Investigator IV/Chief Investigator
Pam Goose	Office Services Manager
Linda Strobel	Senior Accounting Clerk
Lori Scheidt	Administrative Aide for Education and Licensure
Sandy Sebastian	Administrative Aide for Discipline and Practice
JoAnn Hanley	Secretary to Executive Director/Secretary III
Connie Clarkston	Secretary to Assistant Director for Discipline and Practice/Secretary II
Mary Ann Jacobs	Secretary to Assistant Director for Education and Licensure/Secretary II
Roxy Seymore	Secretary to Investigator IV/Chief Investigator/Secretary II
Pam Campbell	Special Projects/Clerk Typist II
Cathy McCuskey	Discipline Section/Clerk Typist II
Kim Bax	Clerk Typist II
Rose Oligschlaeger	Clerk Typist II
Kathy Tucker	Clerk Typist II
Mary Old	Clerk Typist II
Pam Porting	Clerk Typist II
Kathy McDaniel	Clerk Typist II

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REPRODUCE IT AS YOU WISH.

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## MISSOURI STATE BOARD OF NURSING

MAIN TELEPHONE NUMBER (314) 751-0681  
TEXT TELEPHONE (TT) (HEARING IMPAIRED) 800-735-2966

Administration	751-1416
Complaints & Discipline	751-6541
Education	751-0080
Examination	751-0681
Investigations	751-0070
I.V. Therapy	751-0080
Licensure	751-0681
Nursing Practice	751-0073
Purchasing	751-0072

### Office Hours

Monday - Friday  
8:00 a.m. - 5:00 p.m.



DATES TO REMEMBER

BOARD MEETING DATES

AGENDA DEADLINES

DOCUMENTATION  
DEADLINES

01/10/94 - 01/14/94  
03/28/94 - 04/01/94  
06/20/94 - 06/24/94  
10/24/94 - 10/28/94

12/13/93  
02/28/94  
05/23/94  
09/26/94

12/20/93  
03/07/94  
05/30/94  
10/03/94

RN EXAMINATION DATES

EXAMINATION DATE

NCLEX DEADLINE

BOARD DEADLINE

02/02-03/94

N/A

12/17/93

## VADA'S GENTLE REMINDERS

Vada Arrowood, Ed.D., RN  
Assistant Director for  
Education and Licensure

At the September 27th - 30th, 1993 meeting, the members of the Missouri State Board of Nursing reviewed the numbers and types of requests from schools to hire faculty not totally meeting the criteria set aside in the March 9, 1992 revision of Minimum Standards for Accredited Programs of Professional Nursing.

The Board members now believe that an ample transition period has elapsed and the revision to Minimum Standards requiring degrees in nursing for faculty teaching in diploma, associate degree, and baccalaureate programs must be upheld. The Missouri State Board of Nursing will begin enforcing the March 9, 1992 rule beginning with the 1994/95 academic year. All accredited programs of professional nursing will be required to be in compliance with Minimum Standards' faculty credentials commencing with the 1994/95 academic school year. I remind you that the revision provides a "grandfathering" of faculty already in their positions prior to this rule revision as long as they remain with the institution, however; if the faculty accepts another position with another institution they are no longer exempted.

## VADA'S GENTLE REMINDERS II

Vada Arrowood, Ed.D., RN  
Assistant Director for  
Education and Licensure

The newly revised Practical Nursing Minimum Standards require certain information to be provided to applicants **PRIOR TO ADMISSION**.

Practical Nursing schools need to look at the methods currently used to recruit applicants and verify the inclusion of the required items. These materials can be included within student handbooks, however;

this would require that every applicant be given a handbook.

## IMPLEMENTATION OF THE STATE POSTSECONDARY REVIEW PROGRAM

Coordinating Board  
for Higher Education

A significant new component of the federal government's legislation affecting postsecondary education institutions was included in the 1992 amendments to the Higher Education Act -- Title IV, Part H, Subpart 1: the State Postsecondary Review Program. The purpose of this legislation is to protect the interests of students and the federal financial aid funds that support them. Part H is structured to provide this protection by strengthening state oversight of all postsecondary institutions (public, independent, and proprietary) that are eligible to participate in federal student financial aid (Title IV) programs, e.g., Pell Grants, guaranteed student loans, and federal direct student loans. Each state is required to designate a single point of contact, the State Postsecondary Review Entity (or SPRE). The SPRE is authorized by Part H to develop standards and conduct or coordinate reviews of institutions in that state for the United States Department of Education.

On August 13 and again on August 27 the CBHE staff met in the Governor's office with representatives of the Department of Elementary and Secondary Education, the Department of Economic Development, and the Governor's staff to discuss Missouri's options for the designation of Missouri's SPRE agency. Since the Coordinating Board already serves as the state's planning agency for much of postsecondary education, administers the proprietary licensure program, serves as the state's guaranty agency for student loans, and administers the state/federal SSIG student grant program, it was generally agreed that



the CBHE should be Missouri's SPRE. In addition, both Missourians for Higher Education and the Missouri Association of Private Career Schools have recommended to Governor Carnahan that the CBHE serve as the SPRE.

The proposed designation of the CBHE as Missouri's SPRE is a mixed blessing. Given the Coordinating Board's role in Missouri, the designation is both logical and appropriate. Since the SPRE has the responsibility to develop state standards for performance in consultation with the institutions, this program presents the CBHE with a very important opportunity. This designation is not, however, without its costs. Implementation of the SPRE function in the next year will, no doubt, slow the development of Master Plan IV. Perhaps more importantly, the integration of the SPRE activity into the traditional policy-making functions of the Coordinating Board so that it complements and reinforces these activities rather than supplants them will be critically important.

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### REFLECTIONS

Rita Tadych, PhD, RN  
Assistant Director for  
Discipline and Practice

A standing ovation to us upon our arrival into 1994 and an expression of hope that we each choose to use whatever healthy opportunities await us in this new year! From my perspective, your Board members and staff, since October, have been at the high end of time, energy, and cognitive investment in the nursing practice domain. Space allows only a few important matters to be mentioned.

You will recall a mailing of an 10/4/93 Memorandum with an attached Statement on Advanced Practice Nursing and inclusion of the current Nurse Specialty Titles Rule. This Board product was one of the first outcomes of HB 564, the contents of which became effective 8/28/93.

Since then, the members of the Advanced Practice Nursing Task Force, which includes Board members, Susan Morgan, Sr. Jeanne Meurer, and Toni Sullivan and professional staff, Florence Stillman and myself, have met numerous times to create a draft Advanced Practice Nurse Rule that would apply to nurse practitioners and clinical nurse specialists who are not nationally certified in accord with the Nurse Specialty Titles Rule. The draft will be reviewed by the entire Board at its meeting in January, 1994. Plans to revise the Nurse Specialty Titles Rule to include advanced practice nurses inadvertently excluded are also anticipated in the near future. The members of the Advanced Practice Nursing Task Force have also been actively engaged in joint rulemaking meetings with members of the Board of Healing Arts to accomplish rule identifications related to the three areas specified in HB 564 concerning collaborative practice arrangements between physicians and advanced practice nurses or registered professional nurses. A progress report on this joint rulemaking work will be made at the January, 1994 Board meeting. Meanwhile, related to ongoing advances in the development of drugs and intravenous drug delivery systems, the Board's Practice Committee has reviewed the practice component of the LPN/IV Therapy Rule. The Committee's recommended changes will also be examined at the January, 1994 Board meeting. Each of these draft documents, in their ongoing stages of development, are public information.

As always, if you have questions or comments on any of the above or other practice matters, please call (314) 751-0073.

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### NEW BOARD MEMBER

The Board has had a new Board member appointed during the month of December. We would like to take this opportunity to introduce you to her.



Delores B. Ware, R.N., has replaced Cheryl Primm. Delores resides in Florissant, Missouri and is employed by Christian Hospital N.E. in Florissant.

We would like to welcome Delores to the Board and hope that she finds her term to be rewarding, exciting, and a time to remember.

A fond farewell goes out to Cheryl Primm. Cheryl's time, energy, expertise, and dedication to the Board will always be remembered and appreciated.

#### MISSOURI STATE BOARD OF NURSING'S PUBLIC INFORMATION BROCHURE

The Board of Nursing has prepared a pamphlet that contains basic information regarding the functions and duties of the Board. Its contents include brief summaries regarding the education, licensure, practice and discipline sections as well as the structure of the Board. Telephone numbers are also available for each section mentioned.

To obtain a copy of this publication you can call 314-751-1416 or send a letter of request. There is no charge involved.

#### BOOKS OF CURRENT RNs AND LPNs

There are books available which list all Registered Professional Nurses and Licensed Practical Nurses currently licensed in the State of Missouri. Anyone wishing to obtain a copy of these books must send a letter of request to:

Missouri State Board of Nursing

P. O. Box 656  
Jefferson City, MO 65102

The cost would be approximately \$25.00 for Registered Nurses and \$17.50 for Licensed Practical Nurses (cost subject to change). Please call Norma Helmig, Department of Health Statistics, 314-751-6279 prior to mailing request to the Board office.

#### NEWSLETTER MAILING LIST

In order to keep our Newsletter mailing list updated, we are asking that you check over the name and address under which we have you listed and inform us of any inaccuracies.

If you are receiving more than or not enough copies of the Newsletter, or if we need to make any changes in your name or address, please let us know by calling 314-751-3656 or by using the form provided at the end of the Newsletter.

This request pertains to the Newsletter mailing list only.

#### DIRECTIONS TO THE MISSOURI STATE BOARD OF NURSING OFFICE

3605 Missouri Boulevard  
P. O. Box 656  
Jefferson City, MO 65102  
314-751-0681  
Test Telephone (TT)  
1-800-735-2966  
(Hearing Impaired)

East of the State via I-70:  
(coming from the St. Louis area)

Exit at the Kingdom City - Highway 54



West - State Capitol Exit. Proceed on Highway 54 West (you will cross the Missouri River as you enter Jefferson City). Exit at Highway 50 West - Sedalia Exit (third exit). Proceed on Highway 50 West to the Truman Boulevard/South Country Club Exit. Turn left onto South Country Club. (\*\* see below\*\*)

West of the State via I-70:  
(coming from the Kansas City area)

Exit at Highway 63 South - Jefferson City Exit (in Columbia). Proceed on Highway 63 South. Exit at Highway 54 West (you will cross the Missouri River as you enter Jefferson City). Exit at Highway 50 West - Sedalia Exit (third exit). Proceed on Highway 50 West to the Truman Boulevard/South Country Club Exit. Turn left onto South Country Club. (\*\*see below\*\*).

West of the State via Highway 50 East:  
(coming from the Kansas City area)  
Proceed on Highway 50 East to the Truman Boulevard/South Country Club Exit. Turn left onto South Country Club. (\*\*see below\*\*)

East of the State Highway 50 West:  
(coming from the St. Louis area)

Proceed on Highway 50 West to the Truman Boulevard/South Country Club Exit. Turn left onto South Country Club. (\*\*see below\*\*)

South of the State via Highway 54 North: (coming from the Springfield area)

Proceed on Highway 54 North to the 50/63 Sedalia/St. Louis Exit. Turn left on 50 West - Sedalia Exit. Proceed on Highway 50 West to the Truman Boulevard/South Country Club Exit. Turn left onto South Country Club. (\*\*see below\*\*)

\*\*NOTE\*\*

Continue on South Country Club to the last stoplight. Turn left onto Missouri Boulevard/outer road at the Farm Bureau Building. Continue on Missouri Boulevard past the OMD Building and the Learfield Building. The Board of Nursing is located in the next building on the right, which

is the Professional Registration Building.

**DIRECTIONS TO BOARD MEETINGS**

East of the State via I-70:

Exit at Kingdom City - Highway 54 West - State Capitol Exit. Proceed on Highway 54 (you will cross the Missouri River Bridge.) Exit at the Highway 50 East Exit. Proceed East on Highway 50 to the Broadway Exit and turn left. (\*\*see below\*\*)

West of the State via I-70:

Exit at the Highway 63 South - Jefferson City Exit (in Columbia). Proceed South on Highway 63. Exit at the Highway 54 West Exit (will cross the Missouri River Bridge). Exit at the Highway 50 East Exit. Proceed East on Highway 50 to the Broadway Street Exit and turn left. (\*\*see below\*\*).

West of the State via Highway 50:

Proceed East on Highway 50 to the Broadway Street Exit. Turn left at the stop light onto Broadway. (\*\*see below\*\*).

East of the State via Highway 50:

Proceed West on Highway 50 to the Broadway Street Exit. Turn right at the stop light onto Broadway. (\*\*see below\*\*).

\*\*NOTE\*\*:

Continue on Broadway two (2) blocks to the corner of Broadway and High Streets. The Truman Building is on your left. The meeting is being held in Room 400. There is an Information Desk at each entrance, please ask for directions to Room 400.

Parking is very limited. Please allow additional time to search for parking. There are several parking lots and some on-street parking, but during business hours they are



usually occupied.

### PHONE NUMBERS FOR OTHER LICENSING AGENCIES AND ASSOCIATIONS

Information regarding licensure of CNAs and CMTs should be directed to the Division of Aging at (314) 751-3082.

Information regarding licensure of Nursing Home Administrators should be directed to Nursing Home Administrators at (314) 751-3511.

Information regarding membership and continuing education credits for Registered Nurses should be directed to the Missouri Nurses Association at (314) 636-4623.

Information regarding membership and continuing education credits for Licensed Practical Nurses should be directed to the Missouri Association for Licensed Practical Nurses at (314) 636-5659.

Information regarding continuing education seminars/programs and membership to the Missouri League for Nursing should be directed to the Missouri League for Nursing at (314) 635-5355.

For information regarding E.M.T.s, contact the Bureau of Emergency Medical Services, Department of Health, 1738 E. Elm, Jefferson City, MO 65102: 314-751-6356.

### NOTICE OF INVALID LICENSES

As of January 13, 1994, the following individuals hold an invalid nursing license and/or temporary permit.

These individuals are not eligible to practice nursing in the State of Missouri. If you require additional information, please contact the Board office at 314-751-3656.

Alara, Edith	LPN 016743
Alexander, Kimberly	RN 112269
Alexander, Steven	RN 120861
Anstine, Judith	LPN 036134
Bailey, Tracy	LPN 034649
Boyd, Cynthia	LPN 036718
Brandon, Brenda	RN 118313
Brown, Mary	LPN 023316
Brown, Shirley	LPN 007731
Burnett, Sharon	LPN 031679
Butler, Sarah	LPN 035180
Byrd, Tanna	LPN 022584
Clark, George	LPN 030701
Clay, Lois	RN 032667
Dancy, Cynthia	RN 106068
Fish, Lisa	RN 098201
Gwin, Lenora	LPN 041704
Hank, Brenda	LPN 041738
Headd, Cynthia	LPN 040842
Hodges, Jackie	LPN 034249
Jacobs, Lucille	LPN 007852
Jones, Rhonda	RN -
Invalid Temporary Permit	
Lane, William	LPN -
Invalid Temporary Permit	
Matthias, Cynthia	LPN 031824
Miller, Linda	RN -
Invalid Temporary Permit	
Millea, Thomas	RN 122890
Robinson, Laura	LPN -
Invalid Temporary Permit	
Seaton, Lucian	RN -
Invalid Temporary Permit	
Underhill, Peggy	RN 116376
Waldron, Sandra	LPN -
Invalid Temporary Permit	
Wallace, Laverne	LPN 028880
Weldon, Brenda	RN118313
Willoughby, Margaret	RN 039533
Wood, Cindi	LPN 039464
Woods, Leslie	LPN 043419

### IMPORTANT INFORMATION REGARDING RELEASES OF INFORMATION

In order for the Missouri State Board of Nursing to provide information from a licensee's file which is not available -

a. under the Mandatory Reporting

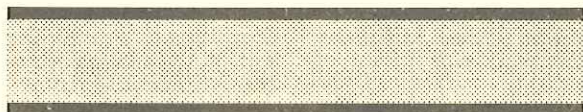


- b. Rule, or  
as a matter of public record,

a release bearing an original signature of the licensee authorizing the Missouri State Board of Nursing to release information must be received. A release reflecting a copy of the signature is not sufficient.

Failure to provide an original signed release may result in the Missouri State Board of Nursing not being able to facilitate your request for information.

If you have questions concerning releases of information, you can call the Board office at 314-751-6541.



#### BECOMING AN NCLEX PANEL MEMBER

By participating in the NCLEX development process, you will have the opportunity to learn how the nursing licensure examinations are developed from job analysis through results reporting. In addition, you will have the personal satisfaction of knowing that you had input into the process through item writing, item reviewing, recommending a passing standard or serving on the Bias Sensitivity Review Panel.

Without participation by nurses like yourself, National Council would not be able to develop licensure examinations. Stop wondering what the NCLEX is all about and apply for one of the panels. The process is very simple, and applications are available from the Board office or the National Council. The National Council will notify you about eight weeks before the session if you have been selected to participate. Pack your bags and start discovering.

##### ITEM WRITERS (selected annually)

Item Writers develop the multiple-choice questions that are used for the NCLEX. Qualifications include:

1. Be currently licensed and recommended by the Board of Nursing in the jurisdiction where you practice.
2. Be a registered nurse (RN) with a master's or higher degree in nursing (for NCLEX-RN) or be a licensed practical nurse (LPN/LVN) or RN (for NCLEX-PN).
3. Be responsible for teaching basic/undergraduate students in the clinical area or be currently employed in clinical nursing practice.
4. Have knowledge of the scope of entry-level nursing practice.

##### PANEL OF JUDGES (selected every three years; RN: 1992; PN: 1993)

The Panel of Judges recommends the NCLEX passing score to the National Council Board of Directors. Qualifications include:

1. Be currently licensed and recommended by the Board of Nursing in the jurisdiction where you practice.
2. Be an RN (for NCLEX-RN) or an LPN/LVN or RN (for NCLEX-PN).
3. Be currently employed in clinical nursing practice giving patient care AND work directly with nurses who have entered nursing practice during the past twelve months. One basic/undergraduate faculty member will be on the panel, as well as a nurse licensed within the past year.

##### ITEM REVIEWERS (selected annually)

Item Reviewers review the items that are created by the item writers. Qualifications include:

1. Be currently licensed and recommended by the Board of Nursing in the jurisdiction where you practice.
2. Be an RN (for NCLEX-RN) or an LPN/LVN or RN (for NCLEX-PN).



3. Be currently employed in clinical nursing practice giving patient care AND work directly with nurses who have entered nursing practice during the past twelve months.

BIAS SENSITIVITY  
REVIEW PANEL (BSRP)  
(selected every two years, in even-numbered years)

The BSRP reviews NCLEX items for racial bias and culturally-bound material. Qualifications include:

1. Be currently licensed in the jurisdiction where you practice.
2. Be an RN, LPN/LVN or a linguist.
3. Speak and understand more than one language (does not apply to the linguist, male or African-American member).
4. Be assimilated into American culture, but have affiliations with original culture of your ethnic group (does not apply to linguist or male member).
5. Have ability to empathize with persons of various socio-economic status and be sensitive to class and lifestyle difference.

All meetings will occur one time for three to five days in a convenient location (except BSRP which will require attendance quarterly for two years).

All expenses are paid by the National Council or its test service.

Continuing education units are provided to item writers and item reviewers.

If you would like more information about NCLEX panels, call the National Council at 312-787-6555. One phone call could put you on your way to an experience that has been described by past participants as "one of the best professional experiences" they have had.

## EMPLOYEE OF THE SEASON

Each quarter nominations are accepted from staff members for an Employee of the Season. The following is a reprint of the most recent nomination followed by a little history and background of the winner.

### EMPLOYEE OF THE SEASON NOMINATION

"Kim has many attributes that stand out and those listed below are a few that come readily to mind. We hope this lets her know we really appreciate her.

We would like to nominate Kim for the following reasons:

She is . . .

humorous	compliant
friendly	flexible
courteous	organized
versatile	dependable
calm	great attitude
eager	bright
fast learner	well dressed

We have been impressed with Kim's ability to function in several areas of the office with exceptional efficiency. While working in the Practice area she received little direction and stepped right into the position and was able to carry on. Kim received directions over the phone and completed the task. Because of Kim's calm demeanor the workflow was not interrupted. While working in the Administrative area of the office, Kim was able to maintain the workflow and worked well not only with Board of Nursing staff but carried her good personable characteristics through when dealing with Administration.

Kim is able to process a large volume of work while remaining calm to meet the deadlines. She has been very helpful to many of us and alleviated any worry while working in our areas.

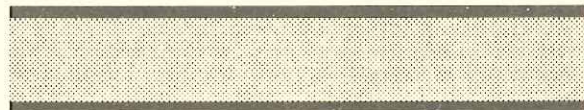


Our office is lucky to have her and we would like her to know how much she is appreciated.

Thanks Kim for going that extra mile and being willing to go even further to help your fellow co-workers!"

Kim has been a full-time employee with the Board since May, 1991. Her present position is Clerk Typist II. Kim resides in Henley, Missouri with her 4 1/2 year old daughter, LeAnna, and her husband, Pat. Kim and Pat are expecting their second child this January.

Congratulations Kim for being nominated as Employee of the Season.



#### **NEW ADMINISTRATION OF THE NURSE LICENSURE EXAMINATION BEING IMPLEMENTED**

The Missouri State Board of Nursing is pleased to announce that on April 1, 1994, candidates for nursing licensure will begin taking the National Council licensure examination (NCLEX) using a computer. Over 193,000 students nationally take the NCLEX-RN and NCLEX-PN each year, including nursing candidates from Missouri. The implementation of computerized adaptive testing (CAT) for the NCLEX will be a significant change from the traditional paper-and-pencil administration of the examination.

CAT is a method for administering tests which uses today's computer technology. The key word to understanding computerized adaptive testing is "adaptive". CAT administers a unique examination, tailored to each candidate's competence level. CAT "adapts" the examination based on the ongoing candidate performance and measures the candidate's knowledge, skills and abilities in a precise manner.

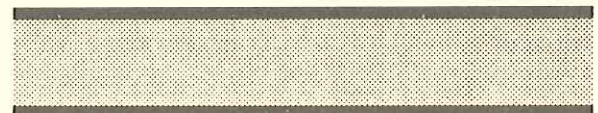
The implementation of CAT for nurse licensure examinations will provide

many advantages for nursing candidates. Year-round testing will be available at four Sylvan Technology Centers in Missouri, including Ballwin, Dellwood, Gladstone, and Springfield. Candidates will be able to call the Center of their choice and schedule an appointment at their convenience. Testing will be available 15 hours a day, six days a week. For Registered Nurse candidates, the time savings due to the change in administration to CAT is significant-RN licensure examinations which were administered over two complete days will now be administered in five hours or less. Practical Nurse candidates who traditionally took the paper-and-pencil exam in one day's time will also be completing the NCLEX-PN in five hours or less.

CAT administration of the NCLEX has been researched since 1986, and since then has undergone extensive research, field testing and analysis to determine that this system is the optimal means of administering the NCLEX.

The Missouri State Board of Nursing looks forward to providing this state-of-the-art service to nurse licensure candidates. For more information on computerized adaptive testing and the NCLEX, please contact the Missouri State Board of Nursing at 314-751-0681.

The National Council for State Boards of Nursing has prepared a publication, Question and Answer Reference Guide that is a collection of the most commonly asked questions about NCLEX using CAT. This guide includes a complete answer for each question making it an invaluable reference source. The Question and Answer Reference Guide can be obtained for a small fee by contacting National Council of State Boards of Nursing, Inc., Communication Department, 312-787-6555.





## MISSION STATEMENT OF THE BOARD OF NURSING

In July, 1993 the Board of Nursing met in their first annual Board Member Retreat. During that gathering, the members of the Board devised a Mission Statement which was voted upon and made official during the September, 1993 Board meeting.

We would like to share that Mission Statement with you at this time:

The Mission of the Missouri State Board of Nursing is to assure safe and effective nursing care in the interest of public protection.

The Mission of the Board is carried out through the following objectives:

### DISCIPLINE

The public is protected from violators of the Nursing Practice Act.

1. Review disciplinary actions and develop guidelines for maintaining consistency in administering discipline.
2. Continue to incorporate rehabilitation of impaired nurses through disciplinary agreements.
3. Explore the possibility of either expedited hearings or obtaining authority to suspend license prior to Board action.
4. Investigate alternative methods to discipline.
5. Increase involvement in legislative process.
6. Develop provisions for levying administrative fines for violators of the Nursing Practice Act.
7. Cause the prosecution of all persons violating provisions of sections 335.011 to 335.096 and may incur such necessary expenses therefor.

### EDUCATION

Nursing programs prepare graduates

who are competent at the level of entry into practice.

1. Continue to review and revise minimum standards for programs of nursing.
2. Encourage competency among nurses at all levels through continuing education/in-service.
3. Monitor the educational process regarding LPN IV Therapy.
4. Increase involvement in legislative process.
5. Prescribe minimum standards for educational programs preparing persons for licensure under the provisions of sections 335.011 to 335.096.
6. Provide for surveys of such programs every five years and in addition at such times as it may deem necessary.
7. Designate as "accredited" such programs as meet the requirements of sections 335.011 to 335.096 and the rules and regulations enacted pursuant hereto; and the board shall annually publish a list of such programs.
8. Deny or withdraw accreditation from educational programs for failure to meet prescribed minimum standards.

### LICENSURE

Individuals practicing nursing hold a valid license.

1. Explore the possibility of either expedited hearings or obtaining authority to suspend license prior to Board action.
2. Investigate the desirability of limited licensure.
3. Increase involvement in legislative process.
4. Support the development and implementation of computer adaptive testing.
5. Examine, license, and cause to be renewed the licenses of duly



qualified applicants.

#### PRACTICE

Duly licensed nurses practice according to the Nursing Practice Act.

1. Maintain active involvement in the development of rules and regulations for nurses engaged in advanced practice.
2. Continue to communicate the legal parameters and expectations of nursing practice to the public and health care community.
3. Investigate the feasibility/implications of establishing a Joint Practice Committee (nurse, physicians, social workers, etc.).
4. Increase involvement in legislative process.
5. Establish the parameters of delegation of nursing care activities to unlicensed and licensed personnel.

#### UPDATE

Liz Cardwell, RN, LPC, LCSW  
Recovering Nurse Coordinator

Licensee's are now being notified in writing when a letter of complaint against their license is received in the Board office; descriptors of disciplinary, non-disciplinary actions, and a disciplinary flow chart are enclosed with the notification. The licensee may submit to the Board office information in his/her behalf regarding the complaint.

When a complaint comes to the Board office, it is reviewed by the Chief Investigator who then may: a) request a formal investigation, b) gather additional information, or c) determine that no additional information is needed. Once a determination is made, the licensee

will be sent the notification letter as specified above. Upon completion of all data gathering and/or investigation, the members of the Missouri State Board of Nursing (at their regularly scheduled meetings) will review the complaint, any additional information, and/or the investigative report.

A determination will be made by the Board as to whether or not to pursue discipline. The licensee will be notified in writing of the Board's decision.

#### **Nursing Education Articulation Task Force Update**

by Susan A. Morgan, President,  
Missouri State Board of Nursing

A noteworthy event took place on September 2, 1993 in Jefferson City, Missouri. That noteworthy event was the initial convening of a group of individuals committed to exploring articulation and its implications for nursing education in the state. The meeting was convened under the auspices of the State Board of Nursing and was called to order by the State Board representative to the group, Susan Morgan. Sherri Kirkpatrick who is the Missouri Nurses' Association representative to the group was elected chair of the Task Force. Other members of the group included: Mary Gibbons representing the Missouri League for Nursing; Ann Westrope representing the Missouri Organization for Nurse Executives; Virginia Mayeux representing the Show Me State Hospital Based Schools of Nursing; Susan Hildebrand representing the Missouri Association of Baccalaureate and Higher Degree Programs of Nursing; Michele Soest representing the Missouri Council of Associate Degree Nursing Programs; William Catlow representing the Missouri State Association for Licensed Practical Nurses and Pati Cox representing the Missouri Council of Practical Nurse Educators.

The Board of Nursing's interest in



nursing education articulation officially dated back to the summer of 1991 when the Board endorsed the National League for Nursing's Position Statement educational mobility. The NLN statement urges the development of "academically, fiscally and socially responsible systems of nursing education that will assure the educational mobility of individuals who elect to pursue additional academic preparation in nursing." Toward this end, the Task Force adopted the goal of "developing an articulation model to assure and facilitate educational mobility of individual nurses." The model envisioned by the Task Force is a voluntary model based on articulation as a process through which two or more distinct nursing programs cooperate to accommodate the student's learning needs and career goals with minimal repetition of learning experiences.

The Task Force identified several driving forces for nursing education articulation as well as several restraining forces. Paramount among the restraining forces was the lack of a leadership group to develop and promote an articulation model appropriate to meet the unique needs of Missouri's educationally mobile nurses. The Task force is accepting that leadership role and is now about the business of developing an articulation model. The belief that there is a common core of knowledge, attitudes, cognitive skills, and psychomotor skills that all graduates of all types of nursing programs should acquire along with the recognition that there are distinct differences in the breadth, depth, scope of preparation and knowledge required of each type of graduate forms the foundation for the model. The Task Force acknowledges that all types of nursing programs have worth and are valuable in achieving the goals of access and articulation and therefore, will focus on a model that facilitates educational mobility from the practical nurse entry level to the Master of Nursing entry level. Additionally, the Task Force supports the notion that each educational institution must retain the prerogative of establishing its unique mission, goals and standards for admission, progression, and graduation.

Articulation arrangements generally shift the focus of responsibility from the individual student to the student's program of nursing. This paradigm shift in thinking does not negate an educational institution's right to establish student specific validation processes, however, it does encourage and facilitate the development of program validation processes that provide some sense of consistency and reasonable recognition of prior learning among and between participating educational institutions. The need to develop models that "provide for mobility to higher levels" is supported by the American Association of Colleges of Nursing as noted in their draft position statement of July 24, 1993. The AACN draft statement notes that the goal of "educational mobility is to enhance student progression with minimal barriers or duplication of knowledge and skills."

Input from the nursing community is essential as the Task Force continues in its efforts to develop an appropriate voluntary articulation mode. Models developed by states such as Colorado, Iowa, Ohio, Maryland and other exist and constitute a beginning point for discussion. Missouri's unique needs, however, cannot be addressed without input from the nursing community. To promote the exchange of information and to solicit input from the nursing community, the Task Force has scheduled an articulation exchange workshop. The workshop will be held in Jefferson City on February 24, 1994. Additional information about the workshop will be published and disseminated soon. Missouri has demonstrated it's ability to be a leader in health care reform. Now it is time for Missouri to demonstrate it's ability to be a leader in innovative nursing education models.

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## INCREASE IN RENEWAL FEES

In an effort to ensure a consistent fund balance as authorized by Chapter 335, RSMo, the Board of Nursing has

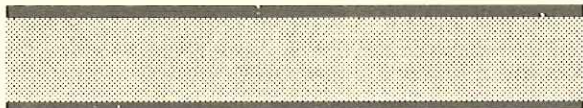


found it necessary to increase the fees for annual renewal of RN and LPN licensure.

The new renewal fees will be as follows:

RN: \$23.00  
LPN: \$19.00

This fee becomes effective for the 1994-1995 renewal period.



### A CALL FOR READERS

Beginning April 1, 1994, all National Council Licensure Examinations will be administered via computerized adaptive testing at Sylvan Technology Centers located nationwide. The Missouri State Board of Nursing is currently seeking qualified readers. These readers would be called upon to read for a candidate with disabilities at Sylvan Technology Centers located in Dellwood, Ballwin, Springfield, and Gladstone. The location of testing centers are subject to change so if you are interested, please do not let geographic location of the testing center be a barrier to your inquiry.

In selecting a reader, the following criteria will be used:

1. The person is a Registered Nurse or Licensed Practical Nurse who has not been disciplined by the Board or is not under investigation.
2. The person is not a faculty member in a basic/undergraduate nursing education program now or within the next six months.
3. The person will not be an instructor in any courses, workshops or tutoring activities that involve drilling or coaching on test questions similar in content to those on NCLEX or in the next six months.
4. The person reads carefully and

distinctly.

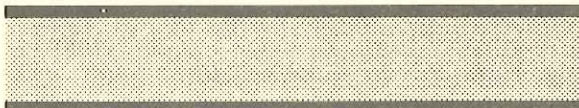
5. The person pronounces medical/nursing terms correctly.
6. The person participates in an orientation provided by the Board, if necessary.
7. The person will be evaluated on his/her effectiveness as a reader to determine possible use for future exam sessions.

The responsibilities of a reader are:

1. Be available for a time period of 1-2 days of testing at a specified time and place.
2. Sign an NCLEX Reader Agreement.
3. Follow the guidelines for reading/recording outlined in the Procedures for Requesting Testing Modifications for NCLEX Candidates with Disabilities.
4. Arrive at the test center at least 30 minutes prior to the scheduled time with the proper credentials.

If you have questions regarding readers, please call our office at 314-751-0681.

If you are interested in serving as a reader, please send our office a letter of interest. Please include you name, address, and daytime telephone number. You will be contacted regarding your eligibility to serve as a reader.



### BOARD MEETING CANCELLED

Please be advised that the August, 1994 Board meeting of the Missouri State Board of Nursing has been cancelled. If you should have questions regarding this notice, please call the Board office at 314-751-1416.



**PREPARE YOURSELF FOR A NEWSLETTER CHANGE**

Effective with this issue of the Missouri State Board of Nursing Newsletter, the following "Summary of Disciplinary Action Taken By The Missouri State Board of Nursing" will be published in its entirety only on an annual basis. Specifically, the complete/full list of disciplined licensees will be published in each winter issue. What follows is the complete/full list of disciplined licensees. Subsequent Newsletter issues printed throughout the rest of the year will contain supplements only (additions, deletions and any other changes since the winter publication). If the implementation of this new system of maintaining the "Summary" and collecting the supplements fails at first, you may call the office at (314) 751-6541 for a full list.

**SUMMARY OF DISCIPLINARY ACTION TAKEN  
BY THE MISSOURI STATE BOARD OF NURSING**

<u>NAME</u>	<u>TYPE</u>	<u>NUMBER</u>	<u>ACTION</u>	<u>EFFECTIVE DATES</u>
Ableman, Linda	RN	047051	Suspended	06-07-90 to 06-07-92
			Probation	06-07-92 to 06-07-95
Adams, Gayla	LPN	022378	Probation	09-08-92 to 09-08-94
Adams, Stacy	RN	115888	Probation	04-27-92 to 04-27-94
Admire, Ronda	LPN	040766	Suspended	03-13-92 to 03-13-94
			Probation	03-13-94 to 03-13-97
Alexander, Joyce	LPN	032736	Probation	09-04-92 to 09-94-93
Aragon, Mary	RN	117881	Revoked	05-17-93
Arnold, Georgette	RN	129503	Probation	11-10-93 to 11-10-96
Ash, Darla	LPN	035775	Revoked	05-17-93
Babcock, Parnell	RN	095209	Probation	03-23-92 to 03-23-95
Baird, Susan	LPN	038203	Probation	09-09-93 to 08-09-96
Baker, Cynthia	RN	120045	Probation	08-15-91 to 08-15-94
Bannister, Sandra	LPN	014698	Probation	08-27-91 to 08-27-94
Barley, Marcia	RN	096214	Probation	03-13-92 to 03-13-95
Barnett, Fonda	RN	075195	Probation	08-18-92 to 08-18-94
Barnhiser-Jones, Annye	RN	125831	Probation	01-26-93 to 01-26-96
	**or until discipline complete in Kansas**			
Barnhurst, Katherine	LPN	037886	Lapsed	
Bartling, Michael	LPN	033581	Revoked	08-31-93
Belanger-Leamon, Michelle	RN	119311	Probation	05-07-91 to 05-07-94
Bell, Vivian	LPN	042586	Probation	03-13-92 to 03-13-97
Bennett, Janet	LPN	032624	Probation	09-22-92 to 09-22-95
Blakley, Milton	RN	081720	Probation	11-10-93 to 11-10-96
Boland, Timothy	LPN	048519	Probation	12-01-93 to 12-01-95
Boyer-Hottinger, Pamela	N/A	N/A	NOT LICENSED	
Boyles, Linda	LPN	023580	Probation	12-16-92 to 12-16-95
Boynar, Leona (Lorna)	LPN	020611	Voluntary Surrender	11-04-93
Bozdech, Patricia	RN	059710	Inactive	12-01-92
Bray, Jean	RN	060241	Probation	09-09-91 to 09-09-94
Brock, Terry	LPN	041662	LAPSED LICENSE	
Brosnihan, Kimberly	RN	117325	Probation	04-27-92 to 04-27-95
Brown, Frank	N/A	N/A	NOT LICENSED	
Brown, Portia	LPN	037821	Probation	12-01-92 to 12-01-93
Bryan, Stephen	RN	058718	Suspended	11-29-93 to 11-29-94
			Probation	11-29-94 to 11-24-97
Buese, Marci	RN	092973	Probation	03-23-92 to 03-23-94



CONTINUED - -

Callen, Lisa	RN	090256	Probation	03-23-92 to 03-23-95
Cannady, Betty	RN	118674	Probation	03-14-91 to 03-14-94
Carleton, Martha	RN	082672	Revoked	02-23-93
Carter, Brian	LPN	043172	Probation	11-20-90 to 11-20-93
Carter, Gerldean	LPN	046121	Probation	12-04-92 to 12-04-95
Carter, Sheryl	LPN	041009	Inactive	09-12-90 to 09-12-92
Casey, Carla	RN	112245	Probation	09-09-91 to 09-09-94
Chambliss, Melanie	LPN	040016	Suspended	11-19-93 to 11-19-94
			Probation	11-19-94 to 11-19-96
Clark, Kimberly	RN	122307	Probation	06-08-92 to 06-08-95
Clay, Anna	LPN	018751	Suspended	08-30-90 to 08-30-91
			Probation	08-30-91 to 08-30-94
Clevenger, Dwight	RN	094782	Probation	04-27-92 to 04-27-95
Collins, Janice	N/A	N/A	NOT LICENSED	
Cooper, Melody	RN	093710	Probation	10-28-91 to 10-28-94
Corbett, Timothy	RN	110672	Probation	11-20-90 to 11-20-93
Cornine, Faith Ann	LPN	045018	Probation	09-04-92 to 09-04-95
Coulson, Kimberly	LPN	045766	Probation	05-18-92 to 05-18-95
Crawford, Gloria J.	LPN	025303	Probation	One year from date renewed
Crowder, Richard	N/A	N/A	NOT LICENSED	
Cunningham, Barry	LPN	031900	Probation	04-13-92 to 04-13-95
Dearlove, Camelia L.	LPN	025791	Probation	11-20-91 to 11-20-94
DeChant, Julie	RN	097261	FILE FLAGGED	
Deren, Tonia	LPN	046124	Probation	12-03-92 to 12-03-95
Dresser-Nevin, Mary	RN	112015	Probation	03-23-92 to 03-23-95
Elders, Melissa A.	RN	103724	Probation	11-20-91 to 11-20-94
Egan, Marilyn Ann	LPN	045408	Probation	11-22-91 to 11-22-94
Elefson, Thomas	RN	102053	Probation	03-13-92 to 03-13-95
Ellingsworth, Lynda	RN	086621	Suspended	05-09-91 to 08-07-91
			Probation	08-07-91 to 08-07-95
Embrey, Cynthia	RN	113961	Probation	04-14-93 to 04-14-96
Endicott, RueLynn	LPN	037688	Probation	08-27-91 to 08-27-94
Evans, Gregory	RN	129504	Probation	11-09-93 to 11-09-95
Fanning, James	RN	112864	Suspended	12-20-93 to 12-20-96
			Probation	12-20-96 to 12-20-01
Farr, Kim	RN	082955	LAPSED LICENSE	
Fennell, Cheryl	LPN	023900	Voluntary Surrender	04-14-93
Fink, Sara	RN	105567	Probation	05-13-92 to 05-13-96
Finley, Tommy	RN	106390	Probation	08-16-91 to 08-16-94
Fitzgibbons, Maria	RN	094733	Probation	04-27-92 to 04-27-95
Foulon, Thomas	RN	069674	Probation	04-27-92 to 04-27-97
Fry, Sandra	RN	128243	Probation	09-15-93 to 09-15-96
Fultz-Randolph, Deborah	RN	086730	Suspended	12-21-90 to 12-21-92
			Probation	12-21-92 to 12-21-95
Gaffney, Tina	RN	084712	Suspended	11-09-92 to 05-09-93
			Probation	05-09-93 to 05-09-96
Gardner, George W.	LPN	045434	Probation	11-22-91 to 11-22-94



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Gifford, Rhonda	LPN	047523	Suspended	12-20-93 to 06-29-94
			Probation	06-20-94 to 06-20-97
Golden, JoAnn	LPN	032702	Probation	03-23-92 to 03-23-95
Goslin, Kimberly Ann	LPN	044756	Probation	06-24-93 to 11-22-95
Gonsor-Olivera, Paulette	RN	114678	Probation	12-04-91 to 12-04-94
Graham, Patricia	RN	113253	Probation	09-11-91 to 09-11-94
Greenhagen, Beverly	RN	098964	Revoked	02-23-93
Gushleff, Mary Beth	RN	124202	Probation	05-25-93 to 05-25-96
Haas, Judith	RN	051944	Probation	04-09-93 to 04-09-95
Halcomb, Stacey	LPN	041606	Probation	08-12-93 to 08-12-96
Hambel, Debra	RN	103691	Probation	04-09-93 to 04-09-96
Hamilton, Patricia	RN	029858	Suspended	04-27-92 to 04-27-93
			Probation	04-27-93 to 04-27-96
Hancock, Marlenia	RN	104329	Probation	09-04-92 to 09-04-92
Haverstick, Lisa Ann	RN	086028	Suspended	10-19-92 to 10-19-93
			Probation	10-19-93 to 10-19-97
Haynik, Annie	LPN	038906	Probation	11-30-92 to 11-30-97
Hedrick, Jane	RN	097995	Probation	09-04-92 to 04-04-95
Heimsoth, Beverly	RN	108933	Probation	11-03-92 to 05-03-94
Helferstay, Ronald	RN	082645	Suspended	05-20-91 to 05-20-93
			Probation	05-20-93 to 05-20-96
Helmeczi, Maureen	RN	097852	LAPSED LICENSE	
Henderson, Carol	RN	114996	Revoked	08-31-93
Henderson, Carol	LPN	037852	Revoked	08-31-93
Hicks, David	LPN	045690	Probation	04-23-92 to 04-23-95
Hinckle, KayLynn	LPN	025342	Suspended	03-04-91 to 03-04-92
			Probation	03-04-92 to 03-04-95
Hodson, Lois	N/A	N/A	NOT LICENSED	
Hoppert, Elizabeth	LPN	040409	Probation	08-20-93 to 08-20-96
Howard, Melgene	RN	103707	Probation	08-28-91 to 08-28-94
Hudson, Mary Ann	N/A	N/A	NOT LICENSED	
Huffman, Rhonda	RN	077138	Probation	03-23-92 to 03-23-95
Hulsey, Roxanne	RN	110526	Suspended	12-17-91 to 12-17-92
			Probation	12-17-92 to 12-17-95
Hunsperger, Donal	LPN	030707	Probation	12-20-93 to 12-20-96
Hunter, Maryan Al-Ghofoor	N/A	N/A	NOT LICENSED	
Irons, Rosie Mae Harris	N/A	N/A	NOT LICENSED	
Jackson, Charlene	N/A	N/A	NOT LICENSED	
Jefferson, Cynthia	LPN	032581	Probation	09-22-92 to 09-22-95
Jensen, Dawn	RN	103456	Probation	03-23-92 to 03-23-95
Johnson, Charles	LPN	046601	Probation	12-03-92 to 12-03-94
Johnson, Claudia	LPN	045887	Probation	05-18-92 to 05-18-95
Johnson, Diane	RN	120594	Probation	08-15-91 to 08-15-94
Johnson, Diane	LPN	034737	Probation	08-15-91 to 08-15-94
Johnson-Wood, Margaret	LPN	036701	Probation	09-22-92 to 09-22-95
Johnson, Michele	RN	107261	Suspended	08-16-91 to 08-16-92
			Probation	08-16-92 to 08-16-95
Johnson, Susan	RN	069723	Suspended	12-17-92 to 12-17-93
			Probation	12-17-93 to 12-17-96
Jones, Carol	LPN	029805	Probation	12-11-92 to 12-11-94
Jones, Donna Jo	LPN	044672	Probation	11-22-91 to 11-22-94



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Jones, Cheryl	LPN	020545	Suspended Probation	09-12-90 to 09-12-91 09-12-91 to 09-12-94
Jones, Katherine	RN	125855	Probation	02-05-93 to 02-05-97
**or until Oklahoma discipline is complete**				
Junjulas, Carolyn	RN	129454	Probation	11-05-93 to 11-05-95
Key, Judith Roth	RN	094597	Probation	05-11-93 to 05-11-96
Khalsa, Manjit	RN	105477	Probation	11-23-93 to 11-23-95
King, Cynthia (also Cynthia Scheffer)	LPN	039758	Voluntary Surrender	11-03-93
Kirk, Ann	RN	112263	Probation	04-27-92 to 04-27-95
Kirn, Marilyn	LPN	035115	LAPSED LICENSE	
Kline, Gregory	RN	073230	Probation	08-16-91 to 08-16-94
Kuster, Tamara	RN	118356	Probation	02-19-91 to 02-19-94
Lake, Michael	RN	066594	Probation	04-27-92 to 04-27-95
Lamb, Esther	RN	123206	Probation	08-18-92 to 08-18-95
Lambert, Janet	LPN	046125	Probation	12-03-92 to 12-03-95
Lenane, Michelle	RN	112442	Probation	12-09-92 to 12-09-95
Lentz, Dawn	RN	110453	Probation	03-23-92 to 03-23-95
Light, Carol	LPN	047800	Probation	11-15-93 to 11-15-96
Livingston, Mary Jo	RN	054017	Probation	11-20-91 to 11-20-96
Locke, Jean Rae	RN	078548	Probation	09-04-92 to 09-04-95
Luecke, Gayrene	RN	120439	Probation	08-15-91 to 08-15-94
Luecke, Gayrene	LPN	039209	Probation	08-15-91 to 08-15-94
McCormack, Julie	RN	113996	Probation	08-28-91 to 08-28-94
McCroskey, Jack	RN	063334	Probation	05-17-93 to 05-17-95
McCue, Patricia	RN	091785	Probation	02-08-91 to 02-08-94
McDonald, Sara J.	RN	104901	Probation	09-04-92 to 09-04-95
Machir, Patrick	LPN	044227	Probation	05-20-91 to 05-20-94
Malmos, Kelly	N/A	N/A	NOT LICENSED	
Matlock, Brenda	RN	055897	Probation	10-15-92 to 10-15-95
Marti, Gloria Sue	LPN	011916	Suspended	02-09-88 to **
**Until notification is received indicating license has been cleared in Florida **				
Martin, Patsy	RN	099815	Probation	08-18-92 to 08-18-95
Martin, Rebecca	LPN	034799	Voluntary Surrender	12-16-92
Martinez, Luis	LPN	038185	FILE FLAGGED	
Maxwell, Sheila Shick	LPN	045854	**	
** Probation to correspond with criminal probation, currently set to end June 18, 1996 **				
McKee, Geraldine	LPN	008197	Probation	05-26-92 to 05-26-97
Mercurio, Rebecca	RN	105045	Probation	03-13-92 to 03-13-95
Merkley, James	N/A	N/A	NOT LICENSED	
Merrill, Kathy	RN	061957	Probation	03-25-93 to 03-25-96
Mitchell-Johnson, Carolyn	LPN	042697	INACTIVE	11-16-93



CONTINUED - -

Mitchell, Lavonda	LPN	046981	Probation	12-03-92 to 12-03-94
Mitchell, Sharon	LPN	027581	Probation	02-03-92 to 02-03-96
Mohr, Ellen	RN	116544	Probation	11-16-93 to 11-16-96
Moon, Louann	RN	090939	Probation	02-07-91 to 02-07-94
Morris, Jean Marie	LPN	041906	Probation	03-25-93 to 03-25-95
Mosier, Gary	RN	105901	Probation	12-09-92 to 12-09-95
Mossberger, Laura	LPN	045750	Probation	05-18-92 to 05-18-95
Murphy, Maxine	RN	073729	Probation	10-20-93 to 10-20-96

Nick, Roger	LPN	041867	LAPSED LICENSE	
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Nichting, Sheila	RN	095272	Probation	**
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\*\*Probation for five years until August 27, 1996 unless licensee becomes certified as a certified nurse midwife by the American College of Nurse Midwives, then probation ends August 27, 1994\*\*

Nipper, Elizabeth M.	LPN	037657	Revoked	05-17-93
Noel, Jacqueline	RN	106700	Probation	09-04-92 to 09-04-95
Notheis, Rose	RN	044744	Probation	08-28-91 to 08-28-96

\*\* Nwoke, JoAnn alias Janet Daniel, LPN 032604

It has come to our attention that JoAnn Nwoke has been using the license of JoAnn Daniel, LPN, to practice nursing in Missouri. Janet Daniel does in fact have a current and valid Missouri license. Any employer should contact the Board office for verification of your proposed employee. \*\*

O'Connor, Marie	RN	027818	Probation	03-13-92 to 03-13-95
O'Neal, Dianne	RN	121375	Probation	08-19-91 to 08-19-94
Osborn, James	RN	101863	Suspended	04-14-93 to 04-14-94
			Probation	04-14-94 to 05-26-97
Ostrowski, Mary	RN	127499	Probation	10-01-93 to 10-01-95

Palazoo, Marcee	RN	060885	Probation	08-27-91 to 08-27-94
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Parker, Ida Beatrice	LPN	014973	Probation	11-22-93 to **
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\*\* until submits evidence of successful completion of PVC course

Pearre, Pam	RN	082718	Suspended	04-22-91 to 07-22-91
			Probation	07-22-91 to 07-22-94
Perkins, Charles	RN	074753	LAPSED LICENSE	
Phares, Michael	RN	093097	Probation	08-09-93 to 08-09-96
Phillips, Audrey	RN	101287	Probation	03-25-93 to 03-25-95
Phillips, Rebecca	RN	129559	Probation	11-17-93 to 11-17-95
Pierce, Peggy	LPN	044565	Probation	08-09-93 to 08-09-98
Preston, Laura	LPN	035190	Inactive	12-01-92
Priefer, D. Misemer	N/A	N/A	NOT LICENSED	
Prochaska, Anne	RN	095346	Probation	05-11-93 to 05-11-96

Ragsdale, Diane	RN	045297	Probation	12-21-93 to 12-21-98
Randolph, Brenda	RN	077997	Probation	09-11-92 to 09-11-95
Redding, Deanna	RN	070783	Probation	10-28-91 to 10-28-94
Reynaud, Janet	RN	076580	Probation	03-11-91 to 03-11-96
Reynolds, Voisy E.	N/A	N/A	NOT LICENSED	



CONTINUED --

Rigby, Joan	RN	081253	Probation	03-24-88 to **
**Until notification is received indicating license has been cleared in Iowa.**				
Robinson, Cindy L.	RN	091292	Probation	11-20-91 to 11-20-93
Roellig, Sharon	RN	098019	Probation	03-13-92 to 03-13-97
Roman, Jan	RN	098225	Probation	06-07-91 to 06-07-93
Ross, Howard	RN	120721	Probation	07-19-93 to 07-19-96
Rouviere, Sharon	RN	107688	Probation	05-13-92 to 05-13-94
Rozada, Sharon	RN	108253	Probation	08-09-93 to 08-09-96
Sadl, Ruth	RN	059503	Probation	08-18-92 to 08-18-95
Sallee, Kelinda	LPN	035979	Probation	07-19-93 to 07-19-96
Salsman, Timothy	RN	123661	Probation	09-02-92 to 09-02-95
Sauget, Helen Susan	RN	091748	Voluntary Surrender	05-11-93
Schlickelman, Antje	RN	080593	Probation	02-15-91 to 02-15-94
Schneider, Candace	LPN	028867	Probation	08-05-92 to 08-05-97
Schnell, Peggy K.	RN	110308	Probation	03-25-93 to 03-25-96
Schramm, Jeannie	RN	105217	Probation	09-04-92 to 09-04-95
Schremp, Carla	LPN	033171	Probation	08-27-91 to 08-27-94
Scott, Patricia Kay	LPN	045213	Probation	11-22-91 to 11-22-94
Scott, William	RN	109769	Probation	11-22-93 to 11-22-96
Scroggins, John Perry	RN	091101	Suspended	01-28-88 to 01-28-91
			Probation	01-28-91 to 01-28-96
Shipman, John Walter	N/A	N/A	NOT LICENSED	
Shouse, Joan Lee	LPN	047294	Probation	07-10-93 to 07-10-96
Simmons, Christina	LPN	037662	Probation	08-27-91 to 08-27-94
Smith, Jacquelyn	RN	033280	FILE FLAGGED	
Smith, Janice	LPN	043713	Probation	11-20-90 to 11-20-93
Smith, Marva	N/A	N/A	NOT LICENSED	
Smith, Maryan	N/A	N/A	NOT LICENSED	
Snorf, Elizabeth	RN	122024	Probation	12-17-91 to 12-17-94
Sondergaard, Cynthia	RN	108993	Revoked	08-09-93
Sparks, Lori Beth	RN	124734	Probation	09-02-92 to 09-02-95
Stanton, Cathy	RN	121376	Probation	08-19-91 to 08-19-94
Steckel, Shari	RN	067804	Suspended	11-02-88 to **
**Until license in California is reinstated.**				
Stein, Tracey L. Truman	N/A	N/A	NOT LICENSED	
Stock, Charles	LPN	043305	Suspended	12-01-92 to 12-01-93
			Probation	12-01-93 to 12-01-96
Stockton, Charles	N/A	N/A	NOT LICENSED	
Stone, Alice	N/A	N/A	NOT LICENSED	
Storie, Amie	LPN	037902	Suspended	05-11-93 to 05-11-94
			Probation	05-11-94 to 05-11-97
Strange, John Steven	LPN	042846	Revoked	02-23-93
Streight, Nannette	LPN	029548	Revoked	08-09-93
Stricklin, Cheryl	LPN	025361	Probation	03-13-92 to 03-13-95
Sullivan, Linda	N/A	N/A	NOT LICENSED	
Sullivan, William	LPN	034220	Probation	11-19-93 to 11-19-96
Sutton, Shari	LPN	044358	Probation	06-07-91 to 06-07-94
Swaggerty, Cathy Nelson	LPN	045418	Probation	07-19-93 to 07-19-95
Swanson, Sheila	RN	110100	Probation	12-11-92 to 12-11-94
Swartz, Marva	LPN	023671	Probation	09-08-92 to 09-08-94



CONTINUED - -

Taylor, Bradley	RN	120790	Probation	08-15-91 to 08-15-94
Thomas-Devries, Margaret	RN	103755	Suspended	09-22-89 to 09-22-91
			Probation	09-22-91 to 09-22-96
Tilton, Jeremy	N/A	N/A	NOT LICENSED	
Tilton, Virginia	RN	120664	Probation	08-15-91 to 08-15-94
Tiszavary, Elizabeth	RN	097526	Probation	03-23-92 to 03-23-95
Tolbert, Lou Ann	LPN	045454	Probation	11-22-91 to 11-22-94
Townzen, Bruce N.	RN	094940	Revoked	08-09-93
Turner, Jeffery Scott	N/A	N/A	NOT LICENSED	
Tweedie, Carolyn Tidmus	N/A	N/A	NOT LICENSED	
Ulrich, Candace Marie	RN	081636	Probation	11-05-93 to 10-19-97
Wagoner, Deborah Dee	N/A	N/A	NOT LICENSED	
Walker, Patricia	LPN	039348	Probation	12-14-93 to 12-14-96
Walston, Susan	RN	086882	Revoked	08-31-93
Walters, Larry	RN	123028	Probation	05-22-92 to 05-22-95
Warmboldt, Deborah	N/A	N/A	NOT LICENSED	
Webb, Jeanette	RN	115858	LAPSED LICENSE	
Weekley, Kimberly	LPN	031557	Probation	08-13-93 to 08-13-96
Weeks, Maria	RN	122140	Probation	12-20-93 to 02-07-95
Wheatley, Larry	RN	083365	Probation	02-26-91 to 02-26-96
White, Janice	N/A	N/A	NOT LICENSED	
Williams, Elizabeth Mirielle	RN	124381	Probation	10-13-92 to 10-13-95
Williams, LeRoy	RN	063672	Probation	02-25-92 to 02-25-97
Winchester, Jeffery	LPN	044329	Inactive	04-09-93
Worrell, Arlena	RN	071552	Probation	08-27-91 to 08-27-94
Wright, Jesse Blaine III	RN	100498	Probation	11-20-92 to 08-16-94
Wrombel, Carolyn	RN	042224	Suspended	04-22-92 to 10-22-92
			Probation	10-22-92 to 10-22-95
Zacha, K. Neighbors	N/A	N/A	NOT LICENSED	

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VIOLATION/DISCIPLINARY HEARINGS

Barnett, Fonda - RN075195 (Care Junction, MO)

Order dated November 3, 1993, Discipline continues as set forth in Consent Agreement dated August 18, 1992. Licensee reported to work with odor of alcohol on breath.

Chambliss, Melanie - LPN040016 (Poplar Bluff, MO)

Order dated November 19, 1993, Revoked, Stayed, Suspended for one year until November 19, 1994 then Probation for two years until November 19, 1996. Licensee failed to comply with terms of discipline.

Jones, Cheryl - LPN020545 (Kansas City, MO)

Order dated November 5, 1993, No Further Action, Probation to continue. Licensee did not fully comply with terms of previous discipline.

Murphy, Maxine - RN073729 (St. Louis, MO)

Order dated October 20, 1993, Probation for three years until October 20, 1996. Licensee consumed alcohol and smelled of such while at work. Consumption is a violation of licensee's disciplinary terms.

Scott, William - RN109796 (Bonner Springs, KS)

Consent Agreement dated November 22, 1993, Probation for three years until November 22, 1996. Licensee misappropriated controlled substances from employer and self-administered them while on duty.

Sullivan, William - LPN034220 (St. Louis, MO)

Order dated November 19, 1993, Revoked, Stayed, Probation for three years until November 19, 1996. Failed to comply with terms of previous discipline by not submitting required continuing education.

Ulrich, Candace - RN081636 (Ellisville, MO)

Order dated November 5, 1993, Revoked, Stayed, Probation for additional two years until October 19, 1997. Licensee failed to comply with terms of previous discipline.

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PROBATION COMPLETED

<u>NAME</u>	<u>LICENSE NUMBER</u>
Bailey, Birdie	LPN 045691
Brunk, Constance	RN 117333
Brunk, Constance	LPN 037170
Davis, Sabra	RN 112397
Faulconer, Paul	RN 117148
Lambert, Linda	RN 117689
Paradise, Maria	RN 116674
Trankler, Glenda	RN 089685

OTHER DISCIPLINARY ACTION  
TAKEN BY THE BOARD

Arnold, Georgette - RN129503 (Laurie, MO)

Consent Agreement dated November 10, 1993, Probation for three years until November 10, 1996. Applicant's Illinois license disciplined due to substance abuse.

Blakley, Milton - RN081720 (St. Joseph, MO)

Consent Agreement dated November 10, 1993, Probation for three years until November 10, 1996. Applicant has history of chemical abuse.

Boland, Timothy - LPN048519 (Trenton, MO)

Consent Agreement dated December 1, 1993, Probation for two years until December 1, 1995. Applicant has history of abuse of alcohol and has received DWI convictions.

Boynar, Leona (Lorna) - LPN020611 (Moscow Mills, MO)

Affidavit dated November 4, 1993, Voluntary Surrender. Licensee voluntarily surrendered license.

Enochs, David - LPN048919 (St. Joseph, MO)

Consent Agreement dated December 14, 1993, Censure. Applicant practiced beyond scope of LPN license by performing IV Therapy.

Evans, Gregory - RN129504 (Wappapello, MO)

Consent Agreement dated November 9, 1993, Probation for two years until November 9, 1995. Applicant disciplined in Alabama, Georgia, Indiana. Applicant has history of chemical dependency.

Fanning, James - RN112864 (Sherman, TX)

Consent Agreement dated December 20, 1993, Revoked, Stayed, Suspended for three years until December 20, 1996 then Probation for five years until December 20, 2001. Licensee failed to provide a urine sample as required; therefore, violating the terms of his discipline.



Fry, Sandra - RN128243 (Kansas City, MO)

Consent Agreement dated September 15, 1993, Probation for three years until September 15, 1996. Applicant has history of alcohol use and has had alcohol related driving convictions.

Gifford, Rhonda - LPN047523 (Columbia, MO)

Consent Agreement dated December 20, 1993, Revoked, Stayed, Suspended for six months until June 20, 1994 then Probation for three years until June 20, 1997. Licensee violated terms of previous discipline by using controlled substances without a prescription for such and for diverting medications for self-administration.

Hoppert, Elizabeth - LPN040409 (Kansas City, MO)

Consent Agreement dated August 20, 1993, Revoked, Stayed, Probation for three years until August 20, 1996. Licensee misappropriated Tylenol #3 from employer for personal use. Licensee exhibited behavior not befitting a charge nurse.

Hunsperger, Donal - LPN030707 (Koshkonong, MO)

Consent Agreement dated December 20, 1993, Probation for three years until December 20, 1996. Applicant received DWI in Illinois.

Junjulas, Carolyn - RN129454 (Kansas City, MO)

Consent Agreement dated November 5, 1993, Probation for three years until November 5, 1995. Applicant has history of addiction.

Khalsa, Manjit - RN105477 (Los Angeles, CA)

Consent Agreement dated November 23, 1993, Probation for two years until November 23, 1995. Applicant improperly transferred orders, and in part caused patient overdose.

King, Cynthia - LPN039758 (Jackson, MO)

Consent Agreement dated November 3, 1993, Voluntary Surrender. Licensee voluntarily surrendered license.

Light, Carol - LPN047800 (Springfield, MO)

Consent Agreement dated November 15, 1993, Probation for three years until November 15, 1996. Applicant has history of chemical dependency.

Mitchell-Johnson, Carolyn - LPN042697 (St. Louis, MO)

Consent Agreement dated November 16, 1993, Inactive. Licensee unable to comply with terms of previous discipline due to health.

Mohr, Ellen - RN116544 (Des Peres, MO)

Consent Agreement dated November 16, 1993, Revoked, Stayed, Probation for three years until November 16, 1996. Licensee violated terms of previous discipline by diverting and self-administering Demerol.

Nelson, Nora - LPN044587 (West Plains, MO)

Consent Agreement dated October 27, 1993, Letter of Censure. Licensee practiced IV Therapy while not being IV certified to do so.



Ostrowski, Mary - RN127499 (St. Louis, MO)

Consent Agreement dated October 1, 1993, Probation for two years until October 1, 1995. Applicants license previously revoked.

Parker, Ida Beatrice - LPN014973 (Oakland, MO)

Consent Agreement dated November 22, 1993, Probation until submits evidence of completion of PVC course. Applicant administered IV medications while not IV certified.

Phillips, Rebecca - RN129559 (Kirksville, MO)

Settlement dated November 17, 1993, Probation for two years until November 17, 1995. Applicant's license disciplined in Kentucky.

Ragsdale, Diane - RN045297 (St. Louis, MO)

Settlement dated December 21, 1993, Probation for five years until December 21, 1998. Licensee was impaired by alcohol.

Walker, Patricia - LPN039348 (St. Charles, MO)

Consent Agreement dated December 14, 1993, Revoked, Stayed, Probation for three years until December 14, 1996. Licensee diverted Demerol from hospital stock for personal use.

Weeks, Maria - RN122140 (Rockaway Beach, MO)

Consent Agreement dated December 20, 1993, Revoked, Stayed, Continue probation to February 7, 1995. Licensee violated terms of previous discipline by diverting Mepergan for personal use.

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